

DDA SUBJECT FILE COPY

MEMORANDUM FOR: Deputy Director Administration

FROM: Robert W. Magee
Director of Personnel

SUBJECT: Acquisition of Critical Skills

REFERENCE: Memo for DDA fm Compt, dtd 20 May 86, Same Subject

1. This is in response to the Comptroller's request for the Office of Personnel's evaluation of the resources necessary to establish an undergraduate training program leading to a baccalaureate degree. Due to the potential of the program to produce high-priority employees and our desire to pursue innovative ideas in recruitment, the Office of Personnel believes this program should be considered as an unfunded 1987 item and a new initiative for FY 1988. Our thinking being that even if the legislation is not passed until early 1987, we could launch the program in midyear if funds can be made available. Once the administrative details are worked out, we could immediately begin recruiting participants for the upcoming school year.

2. We have attached a list of estimated resources and funds which will be needed based on a program of 20 students. The figures can be adjusted proportionately based on availability of funds. As you can see, we believe funding for such a program will be in the half-million dollar range.

Robert W. Magee

Robert W. Magee

Attachments

DA/OP/E/ROD/STH m (30 May 86)

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Distribution:

Original - Addressee

1 - D/OP

① - DD/E/OP

1 - ROD Chrono

1 - STP Chrono

Undergraduate Training Program Proposal

1. The following assumptions were made to form this proposal:

a. Number of participants	--	20
b. Expenses per student to include tuition, room/board, books, fees*	--	\$10,000
c. Salary of participants	--	GS-04
d. Program administrator	--	GS-12
e. Clerical support	--	GS-05

2. Computations:

a. Participants expenses	20 x *\$10,000 =	200,000
b. Salaries:		
*Participants	20 x 12,862 (GS-04) =	257,240
*Administrative		<u>46,009</u>
 Total		 \$503,249

*Average computed from expenses at selected institutions as listed in the College Handbook (attachment).

Expense Estimates at Selected Colleges
1985 - 1986

	<u>Tuition</u>	<u>Rm/Bd</u>	<u>Books/Supplies</u>	<u>Other</u>
Drexel University	\$6,093	\$3,040	\$665	\$1,950
Virginia Polytechnic Institute & University of Virginia	2,019* 4,019**	1,863 1,863	486 486	807 807
Massachusetts Institute of Technology	11,000	4,230	400	1,070
Colorado School of Mines	2,950* 4,700**	3,350 3,350	400 400	700 700
North Carolina State	796* 3,416**	2,300 2,300	350 350	650 650
University of Colorado	1,287* 5,103**	3,040 3,040	550 550	1,400 1,400
Howard University	3,045	2,780	650	725
Rutgers	1,950* 3,552**	2,498 2,498	330 330	1,190 1,190
Tuskegee University	3,800	2,050	600	225
Georgia Institute of Technology	1,587* 4,692**	3,030 3,030	375 375	8,747 650

REFERENCE: The College Handbook

*In-State
**Out-of-State

ADMINISTRATIVE - INTERNAL USE ONLY

86154
COMPT 86-752



20 MAY 1986

MEMORANDUM FOR: Deputy Director for Administration

FROM: Daniel A. Childs, Jr.
Comptroller

SUBJECT: Acquisition of Critical Skills

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Bu:-

1. Sections 505 and 506 of the HPSCI version of the Intelligence Authorization Bill (H.R. 4759) would allow NSA and CIA "to establish an undergraduate training program, which may lead to the baccalaureate degree, to facilitate the recruitment of individuals, particularly minority high school students, with a demonstrated capability to develop skills critical to [our] mission...."

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2. You might want to get OP's view of what resources would be needed to establish and maintain such a program. Depending on the size of the request, and the views of the other Deputies, this might be tabled in June as an unfunded for FY 1987, a new initiative for FY 1988, or both.

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3. Please let me know what you learn from OP.

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Daniel A. Childs, Jr.

Attachment:
H.R. 4759

ADMINISTRATIVE - INTERNAL USE ONLY

1 “(3) The Secretary of Defense may delegate authority
2 under this subsection only to the Deputy Secretary of De-
3 fense or the Secretary concerned or both. An action to termi-
4 nate any civilian intelligence officer or employee of a military
5 department by either such officer shall be appealable to the
6 Secretary of Defense.”.

7 (b) The table of sections at the beginning of chapter 81
8 of title 10, United States Code is amended by adding at the
9 end thereof the following new item:

"1590. Management of civilian intelligence personnel of the military departments."

10 NATIONAL SECURITY AGENCY ACQUISITION OF CRITICAL
11 SKILLS

12 SEC. 505. The National Security Agency Act of 1959
13 (50 U.S.C. 402 note) is amended by adding at the end thereof
14 the following section:

15 "SEC. 16. (a) The purpose of this section is to establish
16 an undergraduate training program, which may lead to the
17 baccalaureate degree, to facilitate the recruitment of individ-
18 uals, particularly minority high school students, with a dem-
19 onstrated capability to develop skills critical to the mission of
20 the National Security Agency, including mathematics, com-
21 puter science, engineering, and foreign languages.

22 “(b) The Secretary of Defense is authorized, in his dis-
23 cretion, to assign civilian employees of the National Security
24 Agency as students at accredited professional, technical, and
25 other institutions of higher learning for training at the under-

1 graduate level in skills critical to effective performance of the
2 mission of the Agency.

3 “(c) The National Security Agency may pay, directly or
4 by reimbursement to employees, expenses incident to assign-
5 ments under subsection (b), in any fiscal year only to the
6 extent that appropriated funds are available for such purpose.

7 “(d)(1) To be eligible for assignment under subsection
8 (b), an employee of the Agency must agree in writing—

9 “(A) to continue in the service of the Agency for
10 the period of the assignment and to complete the edu-
11 cational course of training for which the employee is
12 assigned;

13 “(B) to continue in the service of the Agency fol-
14 lowing completion of the assignment for a period of
15 one-and-a-half years for each year of the assignment or
16 part thereof;

17 “(C) to reimburse the United States for the total
18 cost of education (excluding the employee's pay and al-
19 lowances) provided under this section to the employee
20 if, prior to the employee's completing the educational
21 course of training for which the employee is assigned,
22 the assignment or the employee's employment with
23 the Agency is terminated either by the Agency due
24 to misconduct by the employee or by the employee
25 voluntarily; and

1 “(D) to reimburse the United States if, after com-
2 pleting the educational course of training for which the
3 employee is assigned, the employee's employment with
4 the Agency is terminated either by the Agency due to
5 misconduct by the employee or by the employee volun-
6 tarily, prior to the employee's completion of the service
7 obligation period described in subparagraph (B), in an
8 amount that bears the same ratio to the total cost of
9 the education (excluding the employee's pay and allow-
10 ances) provided to the employee as the unserved por-
11 tion of the service obligation period described in sub-
12 paragraph (B) bears to the total period of the service
13 obligation described in subparagraph (B).

14 “(2) Subject to paragraph (3), the obligation to reim-
15 burse the United States under an agreement described in
16 paragraph (1), including interest due on such obligation, is for
17 all purposes a debt owing the United States.

18 “(3)(A) A discharge in bankruptcy under title 11, United
19 States Code, shall not release a person from an obligation to
20 reimburse the United States required under an agreement de-
21 scribed in paragraph (1) if the final decree of the discharge in
22 bankruptcy is issued within five years after the last day of the
23 combined period of service obligation described in subpara-
24 graphs (A) and (B) of paragraph (1).

1 “(B) The Secretary of Defense may release a person, in
2 whole or in part, from the obligation to reimburse the United
3 States under an agreement described in paragraph (1) when,
4 in his discretion, the Secretary determines that equity or the
5 interests of the United States so require.

6 “(C) The Secretary of Defense shall permit an employee
7 assigned under this section who, prior to commencing a
8 second academic year of such assignment, voluntarily termi-
9 nates the assignment or the employee's employment with the
10 Agency, to satisfy his obligation under an agreement de-
11 scribed in paragraph (1) to reimburse the United States by
12 reimbursement according to a schedule of monthly payments
13 which results in completion of reimbursement by a date five
14 years after the date of termination of the assignment or em-
15 ployment or earlier at the option of the employee.

16 “(e) When an employee is assigned under this section to
17 an institution, the Agency shall disclose to the institution to
18 which the employee is assigned that the Agency employs
19 the employee and that the Agency funds the employee's
20 education.

21 “(f) Chapter 41 of title 5 and subsections (a) and (b) of
22 section 5324 of title 51, United States Code, shall not apply
23 with respect to this section.

24 “(g) The Secretary of Defense may issue such regula-
25 tions as may be necessary to implement this section.”.

1 CENTRAL INTELLIGENCE AGENCY ACQUISITION OF
2 CRITICAL SKILLS

3 SEC. 506. Pursuant to the authority granted in section
4 8 of the Central Intelligence Agency Act of 1949 (50 U.S.C.
5 403j), the Director of Central Intelligence shall establish an
6 undergraduate training program with respect to civilian em-
7 ployees of the Central Intelligence Agency similar in pur-
8 pose, conditions, content, and administration to the program
9 which the Secretary of Defense is authorized to establish
10 under section 16 of the National Security Act of 1959 (50
11 U.S.C. 402 note) for civilian employees of the National
12 Security Agency.

13 **TITLE VI—MISCELLANEOUS**

14 **DEFENSE MAPPING AGENCY EXCHANGE AGREEMENTS**

15 **SEC. 601.** (a) Chapter 167 of title 10, United States
16 Code, is amended by adding at the end thereof the following
17 new section:

18 "§ 2795. Exchange of mapping, charting, and geodetic data
19 with foreign countries and international
20 organizations

21 "The Secretary of Defense may authorize the Defense
22 Mapping Agency to exchange or furnish mapping, charting,
23 and geodetic data, supplies and services to a foreign country
24 or international organization pursuant to an agreement for
25 the production or exchange of such data."